Ideas for thinking about Department Annual Diversity, Equity and Inclusion Self-Studies

**Recruitment**
- Efforts to diversify your candidate pool?
- Active outreach to underrepresented groups?
- Committee training (anything beyond HR mandatory training? Search committee members attended diversity/equity events?)
- Did you have an Equity Advocate on your search committee?
- Efforts made to actively reach out to candidates before campus interview, to see if they have unique needs or interests to be addressed during campus visit (affinity groups)?
- Were there dual career needs that you were able to address (or challenged in addressing, in a way that effected recruitment for diversity)?

**Climate**
- What speakers have you invited? Do they bring any diversity to your students/faculty?
- If you have underrepresented minority faculty, do allies seek them out to inquire about their experiences? Do they feel visible, acknowledged, supported, and respected?

**Networking or social groups? Mentoring?**

**Deptartment Web site?**

**Student Clubs?**
- Standard syllabus language acknowledging different student needs?

**Source diversity used for classes?**

**FMD and Tenure Clock support?**